G-1 Conference 2004
Limited Duty and Disability Evaluation System Processing

Capt Bill Feeks
MMSR-4
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Points of Contact

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“4- Shop”

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Objectives

- MYTH DISMISSAL: "The Indefinite Light Duty Chit".
- INCREASED AWARENESS: The Process, Our References, Responsibilities.
- TIMELINES: Start to Finish.
- GRAVITY: No Joke, Aging Spoils….NMAs.

Outline

- HOLD ALL QUESTIONS UNTIL THE END
- Definitions
- Mission
- Marines Processing Through the DES
- Responsibilities
- Issues/Topics of Interest
- References

Definitions

- **CMC (MMSR-4)** – Disability Section, Separation and Retirement Branch, Personnel Management Division, Headquarters U.S. Marine Corps.
- **Light Duty** - Status a Marine may be placed in for up to 30 days when a medical condition removes the Marine from full duty. After 30 days, if the Marine is still not fit for full duty, medical board action must be initiated (Medical Board or Abbreviated Limited Duty Board).
- **Limited Duty (LIMDU)** - Temporary or Permanent Limited Duty (TLD/PLD).
- **Temporary Limited Duty (TLD)** - Specified period of limited duty, normally 8 months in length, not to exceed a total of 16 cumulative months (though in some cases, Marines may be granted more than 16 months, case by case basis), recommended by a medical treatment facility (MTF). Assignment to TLD is done via medical board or abbreviated limited duty board. There should be the expectation that the Marine will be restored to full duty by the end of the specified period.

Definitions (Cont'd)

- **Permanent Limited Duty (PLD)** - The continuation on active duty in a limited duty capacity of a Marine determined Unfit by the PEB as a result of a physical disability. Designed to carry a Marine to retirement eligibility or a specified date of the Marine's choosing……..good for transitional purposes. It is requested by the Marine and granted by Headquarters, U.S. Marine Corps, based on needs of the Marine and the Corps.
- **Separation from Active Duty by Means of a Physical Disability.**
  - Transfer to the Temporary Disability Retired List (TDRL).
  - Transfer to the Permanent Disability Retired List (PDRL).
  - Discharge by reason of physical disability with or without entitlement to severance pay.

Mission of MMSR-4

- **MMSR-4 MISSION** – Assist in getting our sick/injured Marines fit for full duty as quickly as possible while assuring our disabled Marines (whose careers have been ended prematurely by a disability) receive the medical care and financial benefits they are entitled to.

- **INTENT** - Maximize USMC Readiness:
  - Maintain a Combat Ready Force
  - Physically Fit
  - Fully Deployable and Worldwide Assignable

D Light and Temporary Limited Duty

- A Marine who becomes sick, is injured, or develops a medical condition reports to the local MTF for screening. **The physician has 3 options:**
  - Return the Marine to full duty.
  - Recommend assignment to light duty if the Marine is expected to return to full duty within 30 days.
  - Determine that the Marine will not return to full duty within 30 days and initiate medical board proceedings (Abbreviated Limited Duty Board or MEB).

- At the completion of light duty, the physician has 2 options:
  - Return the Marine to full duty.
  - Determine the situation has not improved and begin the MEB process.

Medical Evaluation Board

- **An MEB may:**
  - Return the Marine to full duty.
  - Recommend a period of TLD.
    - ➡MTF authorized to approve up to initial 8 months TLD for enlisted Marines, informing MMSR-4 by Naval MSG.
    - MEB must go to MMSR-4 for review for subsequent TLD requests or initial requests greater than 8 months.
    - **ALL OFFICER MEBs** must be forwarded to MMSR-4 for review and approval of TLD.
  - Be forwarded directly to MMSR-4 for departmental review in any circumstance.
  - Be forwarded directly to the PEB, requesting a determination of fitness for duty.

D Disability Evaluation System (PEB)

- PEB makes the decision on fitness for continued service and, when appropriate, assigns a disability rating at an informal board. The findings are sent to the Marine, via counselor (PEBLO), and state whether the Marine is:
  - Fit to Continue Naval Service (Not Necessarily FFD)
  - Unfit:
    - ➡Disability Retirement (TDRL/PDRL)
    - Disability Separation (with or without entitlement to severance pay).
- Marine's recourses upon notification of PEB findings:
  - Accept findings: As Is or Request PLD.
  - Contest findings (Reconsideration/Formal Hearing).

Commanding Officer Responsibilities

- Proper admin/tracking of all light duty and limited duty personnel……LIMDU Coordinator.
- Ensure all Marines on light duty past 30 days are being processed for an MEB.
- Notify CMC (MMSR-4) about Marines who are undergoing concurrent disability and legal/punitive administrative processing, or are pending retirement.
- Enter/remove DULIM code in MCTFS.
- Take appropriate admin action to separate Marines upon completion of disability process and direction from CMC (MMSR-4).
- Return Marines to full duty status upon MTF or CMC notification.
- Conduct line of duty/misconduct investigations as required.
- Completion of Non-Medical Assessment (NMA) within 15 days of notification from MTF.

MTF Responsibility

- Recommend assignment to light duty (Max 30 days).
- Conduct MEBs in accordance with MANMED, Ch. 18.
- Recommend assignment to TLD.
- Reevaluate Marine prior to expiration of TLD / PLD.
- Notify CMC (MMSR-4) via Naval MSG of all MEB action.
- Refer MEBs to CMC (MMSR-4) for Departmental Review or to PEB for fitness for duty determinations.

CMC Responsibilities

- Oversee processing of all Marines through the DES.
- Direct MEBs for fitness for duty determination.
- Monitor DULIM codes in MCTFS.
- Review MEBs:
  - Forward to PEB.
  - Approve period of TLD.
- Process all Marines once disability determination has been finalized by PEB – Authorizes:
  - Discharge with or without severance pay.
  - Disability Retirement (Temporary/Permanent).
  - Possible Return to Active Duty from TDRL (Phys Fit).

MMSR-4 Issues

- LIMDU tracking system at command level (LIMDU Coordinator).
- Failure to monitor diary feedback reports of CMC-directed authority….. "**What do you mean I'm out?!!!"**
- Concurrent legal/admin/retirement notification.
- Re-evaluation of TLD/PLD personnel (**Must be timely**) .
- Non-Medical Assessments: **"We're too busy…… why don't you do it!"**
- PFT/Weight Control: LIMDU/PLD does not excuse you from ht/wt standards…… **It's supposed to decrease your activities, not increase your appetite.**

Topics of Interest

- Death Imminent Retirements: Gone, Gone, Gone……But you've still got SBP.
  - Under SecDef Memo of 23 Dec 03.
- White Letter 07-03

Helpful Websites

- MMSR-4 Website: www.manpower.usmc.mil
  - Manpower Management
  - Separation & Retirement
  - Disability

- NCPB Website: www.hq.navy.mil/ncpb/
  - SEAL (the picture, not the frogman…..)
    - PEB
    - CRSC BRANCH
    - NAVAL DISCHARGE REVIEW BOARD
    - NAVAL CLEMENCY AND PAROLE BOARD

Primary References

- Chapter 61, Title 10, United States Code.
- DOD Instruction 1332.38, Physical Disability Evaluation Manual.
- SECNAVINST 1850.4E, Disability Evaluation Manual (DEM).
- MCO P1900.16F, Marine Corps Separation and Retirement Manual (MARCORSEPMAN).

- NAVMED P117, Manual of the Medical Department (MANMED).

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- **Take a Card……Pleeeeeaaasssssseee!!!!**